



The INTERACT Newsletter

Fall 2014

Message from the Chair

Jhenifer Morfitt, Department of Licensing



I am frequently asked what ICSEW contributes to the state. How do we serve all of Washington when our mission is focused on addressing issues that affect state employed women?

State government, in general, provides a wide range of services that citizens have asked for: by voting, petitioning, and writing to or calling our legislators. Washington citizens rightfully expect the best services possible with the funding provided. State employees are dedicated employees who, like all citizens, need to experience equity in the workplace and be provided the tools and training necessary to deliver the most value for the least cost. That is where ICSEW steps up to make a difference.

ICSEW exists, in large part, to ensure equity in the workplace. ICSEW identifies areas of inequity or improvement and provides recommendations to the Governor. The recommendations are based on research and input from an inclusive range of state employees. The goal is to support informed actions that get the intended results. ICSEW directly supports the majority of state employees with representatives from agencies and higher learning institutions across the state. The positive impact of our work reaches well beyond state government as an employer; it calls attention to areas of concern impacting all women, and

possibly all employees, in Washington, and ICSEW provides options for solving problems and improving conditions.

One of the cornerstones to maintaining or building equity in the workplace, is through education. By offering low cost training that is accessible to all, ICSEW opens the doors for many to gain the skills (both technical and soft skills) to be more successful in the work they do. It also provides opportunities for everyone, no matter their position or prior education, to build confidence and become self-empowered moving forward. As one step in this process, ICSEW hosted our annual one-day conference in September, L.E.A.R.N.: Leading by Example to Achieve Results Now, providing training for nearly 400 attendees. Members of the public and private sectors participated. Washingtonians received training from some of the state's best talent and were motivated by private trainers who value the work state employees do and offered their time and expertise for the event.

Education through training is only one of the many services ICSEW provides the citizens of the state. We also offer valuable resources through our website and ListServ, sponsor proclamations for Women's Health Week and Take Our Daughters and Sons To Work® Day, and conduct drives to support our community. Most importantly, we bring attention to issues that stand in the way of equity in the workplace and support the development of meaningful and effective policies for all citizens. Remember: We are all ICSEW!

Inside...

Message from the Chair..... 1

InterAct with Gov. Inslee..... 2

Will Diabetes Be Part of
Your Story?..... 3

Women Who Make a
Difference 4-5

Money Matters: A Budget
Update from the Governor's
Office 6

Successful ICSEW Confer-
ence Teaches Hundreds
How to L.E.A.R.N. 7

Trainer Highlight: Get Into
the Warrior Mindset 8

THANK YOU!!! 9

2014 ICSEW Toiletries Drive
for the YWCA 10

Subcommittee Happenings 11

Tips for a Healthy Holiday
Season12

InterAct with Governor Inslee

Did you know you can ask the Governor a question, request a meeting with him, seek his or his staff's help, or even invite him to your event?

All you have to do is visit: www.governor.wa.gov/contact

Latest News:

Governor Inslee will unveil key elements of his 2015 legislative agenda and proposed budget in the coming weeks. Make sure your opinion is heard on these important issues!

Governor Inslee appreciates hearing from you and your input is important to him!



Follow ICSEW on Facebook and Twitter

Check us out on Facebook and Twitter to stay up-to-the-minute on the latest news, networking, training, and event opportunities! Find links to our social media pages on our website: www.icsew.wa.gov.



Remember, many state agencies do not allow access to social media from state Computers so follow us from home or your smart phone!

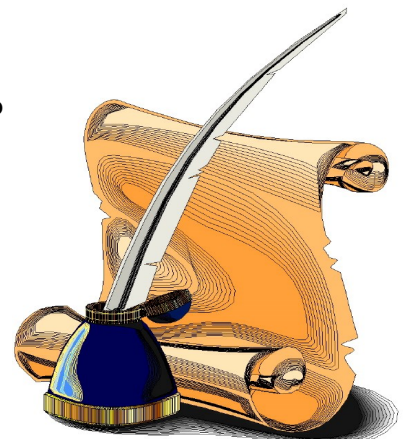
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Are you a writer?

Have an idea or question that you need answered?

We want to hear from you!

Submit your article, topic idea, or question to icsew@ofm.wa.gov and we will contact you about publishing your article or idea in an upcoming InterAct.



Will Diabetes Be Part of Your Story?

Submitted by: The Health and Wellness Subcommittee, via: <http://www.cdc.gov/Features/LivingWithDiabetes/>

Know your risk for diabetes and see if it could be a part of your story.

Everyone has a story complete with the heritage we're given and choices that we make, such as having curly hair, being tall, or loving the outdoors. Our stories are full of memories.

We watch our parents and grandparents deal with health challenges; we savor familiar family meals and remember playing outside on a summer day. Then we become adults and have many responsibilities, including caring for our own health and the health of our families.

Most people's story likely includes themselves, or a family member, or a friend dealing with the burden of diabetes. Is diabetes part of your story?

What You Should Know

You are at increased risk for developing prediabetes and type 2 diabetes if you:

- Are 45 years of age or older.
- Are overweight.
- Have a parent with diabetes.
- Have a sister or brother with diabetes.
- Have a family background that is African-American, Hispanic/Latino, American-Indian, Asian-American, or Pacific-Islander.
- Had diabetes while pregnant (gestational diabetes), or gave birth to a baby weighing 9 pounds or more.

Are physically active less than three times a week.



Is it you?

- 2 out of every 5 Americans are expected to develop type 2 diabetes during their lifetime.
- More than 29 million Americans have diabetes; 1 in 4 doesn't know.
- 86 million adults – more than 1 in 3 U.S. adults – have prediabetes, where their blood sugar levels are higher than normal but not high enough to be classified as type 2 diabetes.
- More than 1 in 2 Hispanic men and women (over 50%) non-Hispanic black women are predicted to develop diabetes, reports a major study of over 1 million U.S. adults between 1985 and 2011.
- While new cases of diagnosed diabetes may be levelling off, some groups continue to see an increased burden of type 2 diabetes. Now is the time to double down to prevent or delay type 2 diabetes.

What's the cost?

In 2012, diabetes and its related complications accounted for \$245 billion in total medical costs and lost work and wages.

While more people are being diagnosed with diabetes, they are also living longer with the disease. This puts a strain on our healthcare system and will continue to increase the need for health services, as well as increase the costs to manage the disease. Care is improving, but more people are being diagnosed because of more obesity, due to bigger food portion sizes, greater total dietary intake, and individuals using less energy.



What are Diabetes and Prediabetes?

Diabetes is a disease in which blood glucose levels are above normal. Most of the food we eat is turned into glucose, or sugar, for our bodies to use for energy. The pancreas, an organ that lies near the stomach, makes a hormone called insulin to help glucose get into the cells of our bodies. When you have diabetes, your body either doesn't make enough insulin or can't use its own insulin as well as it should. This causes sugar to build up in your blood.

A person with prediabetes has a blood sugar level higher than normal, but not high enough yet for a diagnosis of diabetes. He or she is at higher risk for developing type 2 diabetes and other serious health problems, including heart disease and stroke.

What You Can Do

Research shows that modest weight loss and regular physical activity can help prevent or delay type 2 diabetes by up to 58% in people with prediabetes. Modest weight loss means 5% to 7% of body weight, which is 10 to 14 pounds for a 200-pound person. Getting at least 150 minutes each week of physical activity, such as brisk walking, also is important.

The lifestyle change program offered through the National Diabetes Prevention Program, led by CDC, can help participants adopt the healthy habits needed to prevent type 2 diabetes. You can find a program in your community.

Will diabetes be part of your story?



Women Who Make a Difference

Submitted By: Ann Bartholomew, Board of Industrial Insurance Appeals



Assistant Chief Industrial Appeals Judge Laura T. Bradley

When contemplating who to interview for "Women Who Make a Difference," Assistant Chief Industrial Appeals Judge, Laura T. Bradley, at the Board of Industrial Insurance Appeals (BIIA) immediately came to mind.

I have always been impressed by Judge Bradley's demeanor; because she is always professional and diplomatic, her work ethic is above and beyond, she consistently has a positive impact on the agency in many ways, and is always open to, and encourages, employee input. Judge Bradley, although having a heavy workload and great responsibilities, continues improving herself through education and outside activities.

Judge Bradley has earned the respect of everyone here at the BIIA! Various state employees will benefit from learning about Judge Bradley's impressive educational background and will also be loved by her motivational story of strength and courage.

Questions and Answers with Judge Bradley

Would you please briefly describe what your career/state career has been? I know you started at the BIIA in November 2001, but what was your experience before the BIIA?

Prior to attending law school from 1989 to 1993, I worked for 4 years at Puget Sound Naval Shipyard as a human resources specialist. Immediately after law school, I went to work at a law firm in Tacoma, Davies Pearson, doing some employment law, some business litigation, and a little estate planning. In 1999, I worked for the Office of Administrative Hearings (OAH) as an Administrative Law Judge in OAH's Seattle office doing unemployment hearings and some "special" cases. Most of my special cases were contractor registration cases.

What education/licenses do you hold?

- ♦ I have a BA in Music (Piano) from the University of Puget Sound '87.
- ♦ I have JD from Seattle University, Magna Cum Laude '96.
- ♦ I will graduate from the University of Washington in May 2015 with an Executive Master's of Public Administration.

Who does your work benefit?

Injured workers, employers, the Department of Labor and Industries, the judges I supervise, the Judicial Appeals Analysts, and the entire agency.

Please briefly describe some noteworthy projects you've been involved in, and/or positive changes you've made.

One of the most recent projects of which I am most proud of is getting Carlos Venegas, the principle of lean consulting business called Lean Office Innovation, in to do a short (3 hour)

Lean Rapid Office Kaizen meeting with us. From that meeting, we developed a process by which all denial orders are reviewed electronically. As a result, we do not print denial orders anymore, and I estimate this will save the agency about 10,000 pieces of colored paper per year! Also, before implementing this new process, our lag times averaged 3 to 5 days. Now, our lag times have been reduced to less than half a day! In addition, it has helped make life better for our judges because they can review denial orders electronically while telecommuting or while they are out of the office for proceedings. Also, I think I have made the section I oversee a more desirable place to work. People regularly thank me for listening to them and caring about their opinions. I worked with the Board to develop a better process and policy for reasonable accommodations to help better assist our customers that participate in hearings with our agency. As a result, we now have a more consistent manner of considering and responding to requests for accommodations. Although we still have more work to do, and we plan on continuing to improve this policy, I believe the changes made so far will impact many individuals in a positive way. Lastly, I have been responsible for mentoring and supervising six new judges in the past three years. Seeing them develop, learn their subject matter, and become strong Industrial Appeals Judges (IAJs) is very rewarding!

Were there challenges/obstacles you faced as a woman throughout your career path?

As I look back, I think my biggest challenge was recognizing that being a woman was not a handicap. I think I assumed because I did not communicate like most of the men I worked with, and did not always think like them, that made me not as good as them. As I continue to grow in my career, I realize those differences can actually be strengths.

Did you have any challenges personally?

I am not shy about sharing my personal experiences because I think it is good for all of us to realize that no one's life is perfect, but it is our choice as to how we respond to difficult times that matters most. In 1996, just weeks before I was sworn in at the bar, I was diagnosed with Rheumatoid Arthritis (RA). My rheumatologist immediately told me I should forget about being a lawyer because I would not be able to manage my disease appropriately and be a lawyer. In retrospect, the fact that I have been able to

move away from the grueling 60 hours a week required in private practice, to a more balanced work-life model has been better for my health. Having RA makes things difficult at times, and I have had to learn to manage pain, but I really don't dwell on it too much. Also, in 2005, I was diagnosed with breast cancer. It was a highly aggressive tumor, but fortunately we caught it at stage 1. When I received the diagnosis, I had been training to walk the Seattle marathon to raise money for the Arthritis Foundation and still wanted to complete it. My husband and I signed up for the event to give back to the foundation that provides money for research to develop better policies around arthritis as well as new treatments, and, I hope, a cure. My surgeon agreed it was possible. I had surgery 4 weeks before the marathon, walked all 26.2 miles, and then started chemo 4 days after the marathon. I received chemo and radiation. My agency was extremely supportive during that difficult time. I mainly worked from home, which made work doable most days. I finished radiation in June 2006, and walked the Susan G. Komen 3 Day, 60 miles in three days, in September 2006 with my sisters in Kansas City. I also participated in the 3 Day event in Boston in 2007. The events were important to me in many ways: 1) they gave me a reason to get out and walk again, even when feeling tired

from treatment; 2) they empowered me and all the women who walked the event; and 3) I raised money to support the Susan G. Komen Foundation who does so much to support men and women who need screening, treatment, and research to better understand and treat the disease. My sisters and I will be walking the 3 Day in Seattle in September 2015 to celebrate 10 years of survivorship and once again give back to the Susan G. Komen Foundation.

Who has inspired you the most?

My family: particularly my younger sister, and my husband. They are strong, dedicated, and caring people.

Where are you from, and how do you think that has influenced your work ethic?

I was born and grew up in Cheyenne, Wyoming. I am not sure how it influenced my work ethic but I do know that people in Wyoming are independent souls who don't expect a lot of help, yet are happy to help when it is needed. Both of my parents definitely influenced me to be responsible and to act with integrity.

What did you want to be "when you grew up?" What are your goals now?

I had a hard time choosing one thing that I wanted to be when I grew up. When I was really little, I wanted to be a singer/dancer. In fourth grade, I wanted to be a pathologist. In junior high, I considered being a veterinarian. When I first started college, I considered engineering, then teaching. I did not decide to be a lawyer until about 1992. Right now my goals are to use my education and skills to help my agency continue to be a positive place to work, to be a good steward of public funds, and to help others develop consistent dedication to our mission. If offered the opportunity, I would like to move into a higher-level management position.

What drives you both personally and professionally?

Wanting to do the best I can every day. Knowing that what I do makes a difference.

What challenges do you see facing women in the workplace today?

I think the family/work life balance is still a bit of a challenge—probably for both men and women. Along with that, it is still difficult for women to find time to care for themselves - exercise, meditate, create-whatever recharges them. I think the fast pace of life and the multitude of information available to us all the time doesn't give us a chance to turn off and be with ourselves.

If you could change anything for women, what would it be, or what would you be an advocate for?

I would advocate for business models that really value and capitalize on the connectedness and networking that comes so naturally to women. In an information age, those networks are powerful resources. Men do it too, but, in a different way that is difficult to articulate. There is something more holistic about the way women network. They are able to connect not just as part of their work, but in all areas of their lives, and their networks seem to be more integrated.

What makes you an empowered woman?

The support of my family makes me feel incredibly empowered, and so does having confidence in myself and in my abilities. Also, having faced difficult obstacles and having the courage and ability to overcome them has empowered me tremendously.



Website:

<http://ww5.komen.org/>

Telephone:

1-877-Go-Komen (465-6696)

Money Matters: A Budget Update from the Governor's Office

Submitted By: Jenny Playa, Office of Superintendent of Public Instruction

With legislative session quickly approaching, the Governor's budget and policy staff are in the midst of developing a working budget for Washington State. The McCleary decision will be a big driver for the 2015 session and budget analysts are working hard to ensure significant and targeted investments in education to meet our state's constitutional obligation. RaShelle Davis, Policy Advisor for the Governor's Office, helped ICSEW members understand why this decision has such a strong impact on the budget.

Providing education to over 1,000,000 kids in Washington State comes at a high price. "Imagine you wanted to provide a new \$.99 pencil case to every student," explained Mrs. Davis, "that alone is an additional one million dollars." The K-12 Education Budget does not include early learning or higher education. Without new sources of revenue, the state is facing cuts to other state government programs such as human services, another large part of the General Fund.



A LOOK *at the* BUDGET

**Remember your governor
wants to hear from you:**

Write:

Governor Jay Inslee
Office of the Governor
PO Box 40002
Olympia, WA 98504-0002

Call:

360-902-4111
TTY/TDD users should
contact the Washington
Relay Service at 711 or
1-800-833-6388.

Fax:

360-753-4110

Ms. Davis expressed the Governor's growing concern with these cuts and the negative effects they could have on students in particular, explaining that, "You can't educate a hungry child."

Another fiscal impact lawmakers need to consider this session is Initiative 1351, the Class Size Initiative, passed by voters, which caps class sizes in Washington state public schools, targeting lower age levels. To put the initiative in effect would mean hiring 20,000 – 30,000 new teachers, potentially also creating a capacity issue in schools.

The budget process is underway and we are all eager to watch how it plays out. The week of December 15, two versions of the state budget will be released. The first will be balanced without any new revenue sources and will likely include some combination of the reductions agencies provided to OFM earlier this year. The second version of the budget will include additional revenue streams and lay out possible budget and policy decisions. Legislative session begins on January 12, 2015.



Find out more at:
<http://www.governor.wa.gov>

Successful ICSEW Conference Teaches Hundreds How to L.E.A.R.N. - Leading by Example to Achieve Results Now

Submitted By: Yris Lance, Governor's Interagency Coordinating Council on Health Disparities and ICSEW Conference Committee Chair

This year's ICSEW annual conference theme, Leading by Example to Achieve Results Now, was based on the Governor's priorities as described in Results Washington. Attendees acquired new and strengthened existing skills to improve leadership, effectiveness, and accountability while reaching higher levels of wellbeing, personal and professional development. The conference was a great success.

We grew! The attendance at the conference, hosted at Tacoma's Hotel Murano, increased from 150 in 2012 to almost 400 attendees, providing training opportunities for more Washington citizens. The conference was open to employees at all levels and promoted diversity and inclusion. In attendance was everyone from front line staff to senior leaders, managers, and supervisors who supported their staff. Together, they were engaged, learning new strategies to improve the quality of their work and strengthen their relationships. They also enhanced their skills to balance their work and home lives. I look forward to seeing this pattern increase in future conferences, since training is a cornerstone to productivity through strong relationships and improved employee confidence.

In addition to providing leadership training and encouraging employee engagement, ICSEW's annual conference strengthened current and developed new public-private partnerships. The generous support of our sponsors and high registration rates made our conference a self-supported event and set a good precedent for its long-term sustainability. ICSEW received support from nine state agencies and private organizations in the form of partnerships, ranging from \$400 to \$3,000. Our sponsors shared information about their products, services, and/or solutions in an effort to help government employees deliver value to Washingtonians.

Our deep gratitude goes to employees who attended the conference and those who supported their participation, to each of the organizations that provided financial support, and to our fantastic trainers.

The conference featured an outstanding keynote speaker and 25 excellent session trainers who donated their time, knowledge and expertise. We also had a dedicated conference planning team, an amazing team of women who went above and beyond their responsibilities throughout the planning and organization process. They made L.E.A.R.N. a great success, meeting and exceeding all expectations while uncovering their leadership skills.

The results of the conference evaluation show that more than 90 percent of attendees believe the conference was good or outstanding. Attendees commented that the conference was well organized and provided valuable content to increase their leadership skills and promote their personal growth and professional development.

The excellent feedback and appreciation words I received from attendees, speakers, and some other employees and leaders who were unable to participate at the conference fill my heart with joy. They make me feel pleased with the work we have done. For me, it was a great journey. I feel honored to contribute to enriching the lives of others. It makes me happy to serve my fellow state employees, members of our partner organizations from the non-profit and private sectors, as well as members of our communities.

For the 2015 ICSEW Annual Conference, I look forward to see increased agencies and private organizations support, outstanding trainers, and an even bigger ICSEW planning committee. You are invited to contribute in every way possible to discover the leader within.

Get Into the Warrior Mindset

Submitted by: Janine Latone, Office of Administrative Hearings

At ICSEW's annual L.E.A.R.N. Conference held on September 29, 2014, I had the amazing opportunity to attend a self-defense seminar titled, Warrior Mindset: Self-Defense Survival. This highly energetic, informative, and empowering class led by trainers, Michelle and Gregg Loney, educated conference attendees about valuable life-saving self-defense techniques.

What is Warrior Girl Training?

According to Warrior Girl Trainer, Michelle Loney, you must first have a "warrior mindset" when defending yourself. Michelle began her class by stating, "One of the biggest battles you will ever face in life is yourself. The limitations you set on yourself can be a real challenge. Moving away from these limiting beliefs is the first step in living your life to its fullest potential!" Warrior Girl Training was developed to assist individuals with learning how to better defend themselves. Classes were designed so that anyone, at any age, can learn essential skills for self-protection.

Power of Women's Intuition:

Michelle Loney discussed just how crucial women's intuition really is. For example, if you find yourself in a questionable situation, and your "instinctual radar" is going off – Listen to it! The best way to avoid a potentially harmful encounter is to be aware of your surroundings and to *LISTEN* to your intuition.



So, what can you do now to prepare yourself?

- Study and train yourself on self-defense techniques.
- Avoid situations that could place you in the wrong place at the wrong time.
- Become much more self-aware by continuously observing your surroundings.
- Look for objects around you that can be used as weapons, if you feel an aggressor might be plotting an attack.

Be mindful of the most effective areas of the attacker to forcefully strike when defending yourself:

Head/face, eyes, throat, groin, and shins.

Remember, YOU are your best defender and cannot always count on others to keep you safe from harm. Please share the helpful tips listed above with your loved ones. It might just save a life!

For more information please visit:

<http://www.warriorgirl.net/>

<http://assaultsds.com/warrior-camp.html>

<http://www.worldma.net/about-us/>

**L.E.A.R.N.
CONFERENCE
2014
TRAINER
HIGHLIGHT**

To all who participated in the 2014 ICSEW Conference, THANK YOU!!!

Our Main Sponsors:

Diamond Level

Washington State
Employees Credit
Union

Platinum Level

Department of Fish &
Wildlife

Governors Interagency
Coordinating Council
on Health Disparities

Gold Level

Guaranteed Education
Tuition

The Department of
Health

Molina Healthcare

Our Table Sponsors:

Department of
Revenue

Pacific Northwest
Chapter of the Society
of Government
Meeting Professionals

Seattle Storm

Our Trainers:

Katy Taylor, Washington State Department of Transportation

Hollie Jensen, Results Washington

Catherine Cadoo, Deferred Compensation Program

Tom Sweeney, Employee Assistance Program

Shauna Causey, UP Global

Mark Adreon, Department of Services for the Blind

Lisa Brummel, Seattle Storm

Michelle Loney, Warrior Girl Training

Suzanne Klenk, Washington State Employees Credit Union

Jackie Ferrado, Guaranteed Education Tuition

Koshare Eagle, Koshare Eagle Consulting

Caprice Hollins, Cultures Connecting

Christy Martin, Compensation Solutions

Jaron Banks, D.C.

Rachelle Parslow, Washington State Criminal Justice Training
Commission

Koshare Eagle, Koshare Eagle Consulting

Sara Murphy, Department of Ecology

Anthony Anderman, Washington State Criminal Justice Training
Commission

Anita Paige, The EDGE Advisory Group

Cynthia Engel, Washington State Criminal Justice Training
Commission and Central Washington University

Daelyn Julius, Worth Law Group

Stacy Duhon, Stacy Duhon Coaching

Jordan Peabody, Peabody Communications

Yris Lance & Kathleen Meehan, Governor's Interagency
Coordinating Council on Health Disparities (GICHD)

Our Fantastic ICSEW Conference Planning Team:

Welcome: Bonnie Rose
Marshall, Luisa Parada Estrada,
Christa Stevens, Denise Mitchell,
Ann Bartholomew, Michelle
Huntley, Debbie Holcomb, and
Lorene Ross

Trainers: Heidi Mabbott, Vicki
Mathews, Amy Schmitt, Cindy
Blocher, and Rachelle Parslow

Communications: Maria
Peterson, Jhenifer Morfitt, Valeria
Evans, and Angi Miller

Evaluations and Lessons

Learned: Jerrielyn Danielson,
Mary Bilderback, Jessie Jackson,
and Rose Shultz

Sponsorships: Yris Lance and
Luisa Parada Estrada

Our External Conference Planning support:

Graphic design: Sally Porter,
DOH Conference planning tools:
Heidi Loveall, Results
Washington

What Attendees Had to Say about L.E.A.R.N:

- ◇ Excellent training!
- ◇ I was very impressed and plan to attend again.
- ◇ [Keynote] Katy Taylor, WSDOT, was awesome! She is truly inspirational.
- ◇ Loved having the opportunity to talk to others from different agencies.
- ◇ I thought the conference was refreshing and offered sessions that pertained to my work and professional life - as well as my personal life.
- ◇ Loved the workshops that I attended.
- ◇ I enjoyed the variety of topics for the breakout sessions.

2014 ICSEW Toiletries Drive for the YMCA-Other Bank Results

Each year ICSEW representatives coordinate a workplace toiletries drive across the state for personal care products. Though very necessary, these products cannot be purchased with food benefits and are essential to maintaining optimal health and personal care. The generosity of state employees during this year's drive was an unprecedented **\$14,288** worth of toiletries to help women and families in Thurston County.

A special thank you goes out to the Public Outreach Subcommittee Chair, Lorene Ross, for coordinating this effort and all the ICSEW members who promoted the drive and collected and delivered product to the Other Bank the week of October 27, 2014. Also, thank you for the tremendous agency and higher education support, without which this enormous contribution would not have been possible.

For more information about the YWCA Other Bank and their other programs supporting women and girls in the Thurston County area, visit their website at <http://www.ywcaofolympia.org/programs>.



Participating Agencies

Governor's Office
Department of Ecology
Office of Financial Management
The Evergreen State College
Department of Retirement Services
Board of Industrial Insurance Appeals
Office of Superintendent of Public Instruction
Department of Services for the Blind
Department of Corrections (with support of the HQ Diversity Advisory Council)
Washington State Lottery
Department of Enterprise Services
Department of Natural Resources
Department of Agriculture
Department of Fish and Wildlife
Department of Transportation
Washington State Gambling Commission
Washington State Parks and Recreation Commission
Department of Health
Department of Licensing
Office of Administrative Hearings
Office of the Insurance Commissioner
Washington Utilities and Transportation Commission
And many anonymous donors!

Thank you Letter from YWCA

Dear Jhenifer, Lorene and our friends at ICSEW,
WOW. ICSEW's recent product drive to support The Other Bank generated \$14,288 worth of essential hygiene items. This is incredible! As usual, ICSEW members and colleagues went above-and-beyond to ensure that families in Thurston County have the items they need to stay clean and healthy.

As you know, items such as shampoo, toilet paper, and dish soap cannot be purchased with Food Stamps and many families would have to go without these necessary items if they were not available at the YWCA. Your donation ensures that hundreds of women, girls, men and families have access to these products, which promote health and human dignity.

The YWCA truly values our partnership with ICSEW. WE are humbled to work alongside ICSEW members to make our community a better place for women, girls, and families. Thank you again.

Sincerely,
Hillary Soens, Executive Director

Join the Interagency Committee of State Employed Women (ICSEW)
in collecting donations for
The Other Bank Toiletries Drive
October 8-24, 2014

Items the Other Bank needs:
Shampoo* - Conditioner
Toothbrushes - Toothpaste
Dental Floss - Mouthwash
Razors - Shaving Cream
Deodorant
Bar Soap
Body Lotion
Toilet Paper*
Q-tips, Kleenex, Paper Towels
Diapers, Pull-ups, Wipes
Tampons, Pads, Adult Pads
Liquid Dish Soap*
Laundry Soap (liquid or powder)
(Travel size accepted - *HIGH NEED ITEMS)

The Other Bank no longer accepts the following items:
Make-up
Hair styling products
Hair dye
Perfume/Cologne

Please contact your agency representative or any ICSEW member for donation information.

Thank you for your support!

Subcommittee Happenings...

Health and Wellness:

- ♦ The Natural Resources Building Health and Wellness table was a great success! Flu shots were administered to 300 people, and 22 others signed up for LISTSERV!
- ♦ Mark your calendar for upcoming National Health and Wellness Week in May.
- ♦ Awesome brain teaser puzzles helped our members stay healthy at our general membership meeting in November.

Membership:

- ♦ If a representative is not available for a meeting, they are encouraged to send another person from their agency to attend general meetings. See ICSEW's website for the proxy form that is required to be completed and submitted to Membership before the upcoming meeting.
- ♦ The Membership and Communications Subcommittees have partnered up to create ICSEW business cards. This is another method to help representatives reach out to their agencies and promote ICSEW!

Communications:

- ♦ New e-mail address for all ICSEW members to contact and send articles to at: icsew@ofm.wa.gov.
- ♦ A new website platform will be launched in the coming months. Stay tuned for more updates!

Conference:

- ♦ The 2014 L.E.A.R.N. Conference was a huge success! Many attendees gained much needed empowerment, encouragement, and positivity from so many amazing speakers!

Professional Development:

- ♦ Our Professional Development Subcommittee will host the January general membership meeting. Join us and receive training on resume building and interviewing techniques to help you advance in your career! Please RSVP at: icsew@ofm.wa.gov.

Public Outreach:

- ♦ Due to the generosity of ICSEW members and various state employees, we raised over \$14,288 in donated toiletry items for the Other Bank in Olympia (in partnership with the YWCA). This is a new donation record for ICSEW!
- ♦ Upcoming events include: a professional clothing drive in March, and "Take our Daughters and Sons to Work Day" in June.

Legislation and Policy:

- ♦ We are continuing to track Governor Inslee's Workplace Breastfeeding Policy (RCW 43.70.640), and will assist agencies to modify their space to allow for mothers to privately pump at work.

2014-2015 Executive Board

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12 Tips for a Healthy Holiday Season

1. **Manage your stress levels.** Especially if you tend to react to stress by eating. Do the holiday things you really enjoy, and forget the "shoulds" that you dread.
2. **Make time for physical activity.** Get out and enjoy the various Fall/Winter activities.
3. **Don't go to a party hungry.** Eat a wholesome breakfast and lunch to avoid overeating.
4. **Indulge in moderation.** Savor special treats as a way to savor seasonal traditions.
5. **Ask for support & give support.** Overcome the pressures to eat "some of everything."
6. **Bring a healthy dish to share.** People will appreciate your veggie platter amidst the pies and cookies.
7. **Location, location, location.** Socialize a safe distance from buffet table, bar, or kitchen.
8. **Know what's on the menu.** Scan the food choices first so you can plan your selections before you start loading your plate.
9. **Watch your portions.** Use a small plate and go for small portions. Moderation is key!
10. **Drink plenty of water.** Alcohol has a lot of calories, especially when mixed with cream or sweeteners as with Irish creams, flavored liqueurs, or holiday punch.
11. **Focus on fruits & vegetables.** But beware of calorie-dense sauces and salad dressings.
12. **Limit holiday eating to the holidays.** Not everyday from Thanksgiving to New Year's is a holiday or holiday party. Save your indulgences for the special days.